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The organization of the Farm Placement Program is described. Included are the administrative organizations, the local levels, the State Farm Labor Advisory Committee, and the planning and operating methods used by Farm Placement personnel in meeting farm labor needs.

Major crop activities are related to cotton and vegetables. The labor force is mainly composed of resident and out-of-state labor; months of activity are from July through November. The packaging of cotton and vegetables is now mechanized; these crops were formerly packaged by hand.

The recruitment and placement of farm labor is discussed in terms of transportation, wages, housing, Indians, youth, the Area Redevelopment Program, Mexican Nationals, the Annual Worker Plan, and wage reports. The wage finding program is improved over the past year because of a better understanding of the mechanics involved and because of the addition of a field staff.

Agricultural research projects conducted during the year are listed. Tables which reflect labor needs, methods of labor recruitment, and records of accomplishment are included. A copy of the Arizona Farm Labor Bulletin and a description of Maricopa County's Involuntary Day Haul Program are also included.

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ARIZONA
FARM LABOR REPORT

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Office of Education

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MULCHING MACHINE

THE CENTER FOR CULTURAL STUDIES
Adams State College of Colorado
Alamosa

J 623

1963

COVER PICTURE

MULCHING MACHINE LAYING BLACK PLASTIC MULCH BEFORE ROSE PLANTING IN MARICOPA COUNTY, ARIZONA.

Photo by—Swanson Co.
Bill Swanson, President

Employment Security Commission of Arizona

Fred H. Shearmire
Vive-Chairman

James A. Beaman
Chairman

Harold C. Warnock
Member

ARIZONA POST-SEASON FARM LABOR REPORT

FOR 1963

JAMES A. RORK, Administrator-Director

Prepared by:

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1717 West Jefferson Street
Phoenix 7, Arizona

1964

ED002430

FOREWORD

This report is a brief summary of activities in the Farm Placement Program during 1963 in Arizona. It describes the organization, planning and operating methods used by Farm Placement personnel in meeting farm labor needs in the ever-changing and expanding agricultural industry in our state.

Tables will be found in the report which reflect labor needs, methods of labor recruitment and records of accomplishment. It also contains a running account which describes methods employed in the successful accomplishment of the operating tasks during the year.

Continued advancement in the mechanization of major farm tasks which were done in years past only by hand labor is covered in the report.

Placement of many more youth, sixteen to twenty-two years of age, in suitable farm jobs compared to last year, is described in the report.

A substantial increase in the placement of domestic workers in agriculture is also noted.

The Arizona State Employment Service is very grateful for the cooperation and assistance rendered by farmers, workers, civic and community leaders, and farm organizations. Acknowledgment is also due newspapers and radio stations as well as various State and Federal agencies that gave us material assistnce during the year.

James A. Rork

James A. Rork, Administrator-Director
Arizona State Employment Service

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HIGHLIGHTS OF THE 1963 FARM SEASON

1. In 1963, 395,000 acres were planted to cotton, and it is expected to produce 845,000 bales as compared to 942,000 bales last year.

2. An identifiable farm placement program servicing both agricultural employers and workers was operated on a year-round basis in 7 local offices and 10 branch offices.

3. During 1963, the Arizona State Employment Service made 726,351 agricultural placements, including 44,094 on individual basis and 650,510 by day haul. Total placements were up over 13% as compared to last year.

4. There were 2,563 machines used to pick cotton accounting for 95% of the crop as compared to 2,155 machines used during 1962 accounting for 92% of the crop.

5. Arizona agriculture is dependent upon from 11,400 seasonal workers in July to a peak of 25,000 workers during the peak of the cotton harvest in November.

6. Clearance orders were forwarded to 8 different states and the Arizona Job Inventory forwarded to 50 states.

7. Day hauls were operated at 20 points and were established at 67 points, and the sum of workers transported on average day totaled 3,009 and the sum transported on a peak day totaled 7,340.

8. During November 1963, approximately 25% less migrant workers were working in the Arizona cotton harvest as compared to November the previous year.

9. Approximately 8,200 Mexican Nationals were brought into Arizona to supplement domestic labor and prevent crop loss. This total at peak was about 400 less than used last year.

10. Thirty-five issues of the Farm Labor Bulletin were published with a total of 10,000 copies distributed to growers, newspapers, radio, TV stations, banks, and other interested parties.

11. During 1963, 10,025 veterans were placed in suitable farm jobs.

ANNUAL AGRICULTURAL AND FOOD PROCESSING REPORT

PART 1 ORGANIZATION OF FARM PLACEMENT PROGRAM

ADMINISTRATIVE ORGANIZATION

The Farm Placement Section in the State Administrative Office is headed by the Chief of Farm Placement who is responsible to the Administrator-Director of the Arizona State Employment Service for the planning, developing, coordinating, and executing of an effective Farm Placement Program to meet the needs of Arizona's expanding agricultural economy.

The Chief of Farm Placement is a line and staff officer with direct supervision of the Farm Placement Program in 7 of the 17 local offices and 10 branch offices rendering technical assistance, advice, and guidance as needed. (See organization chart under attachments.)

Assisting the Chief of Farm Placement is an Assistant Chief of Farm Placement, a Farm Placement Supervisor, a Farm Research & Reports Analyst Supervisor and two Farm Research and Reports Analysts, a Secretary, an Accounting and Statistic Clerk, and a Clerk-Typist.

The Farm Placement Section works in close cooperation with the State Veterans Employment Representative, the United States Foreign Labor Service Representative, the Management Controls Section, the Manpower Planning Section, the Program and Methods Section, the Field Operations Section, the Public Relations Officer, and the Personnel Unit of the Arizona State Employment Service.

LOCAL LEVEL

A clear, identifiable Farm Placement Program servicing both agricultural employers and workers is maintained on a year-round basis in 7 local offices and 10 branch offices having major farm activity. The responsibility for developing and executing an effective farm placement program to meet the needs of the community is assigned to the local office Managers.

The Phoenix Farm Office deals entirely with farm placement and is established separately from the Phoenix Industrial Office. The Casa Grande Office is primarily a farm placement office, although services are provided to nonagricultural employers and workers as well. In the Safford and Tucson local offices, the Managers are responsible for the operation of the Farm Program and designate one or more staff members as Farm Placement Representatives. The Douglas, Mesa and Yuma local office Farm Program is administered independently by a supervising interviewer appointed for that purpose. All local office staff is given appreciable training in the more important phases of Farm Placement and the local office Farm Placement staff is given continuous training in methods and techniques to use in operating a successful Farm Placement Program.

STATE FARM LABOR ADVISORY COMMITTEE

The State Farm Labor Advisory Committee for Arizona has been in existence since 1948. This group, consisting of 11 members, represents the major agricultural interests in the State—cotton, vegetable, citrus, and livestock, with the Farm Bureau being represented by several members. The Committee was utilized throughout the year by the Arizona agency to give advice and render assistance with various problems encountered in the Farm Placement Program.

While no formal meetings were held with the State Farm Labor Advisory Committee, Mr. Rork, Administrator-Director, was constantly in contact with individual Committee members reviewing various problems encountered in the Farm Placement Program.

PART II PLANNING FARM PLACEMENT OPERATIONS

During 1963, preparations for the agricultural placement year were substantially the same as in recent years. During December and January, each local office with farm placement activity begins the task of gathering and compiling data on crop acreage, production goals, and labor requirements for the coming year. This information is forwarded to the State Office in the form of a Plan of Service and Plan of Action. These plans set forth the techniques and methods they will utilize in meeting the estimated labor demands in each local office area with additional plans for problems that might arise during the course of the year.

The State Office Farm staff reviewed and evaluated the local office estimates and developed plans for exploring potential sources of available labor in Arizona and adjoining states.

Plans were formulated for local radio stations to use spot announcements throughout the period of crop activity. Local newspapers were also contacted to bring recruitment appeals during the harvest period. The local Chamber of Commerce, Salvation Army, Red Cross, Catholic, Protestant, and Jewish agencies, Urban League, State Welfare Department, and school officials were contacted weekly in each local office area where available and informed as to the probable local labor demands and were requested to help in recruiting local labor.

Two of the Farm staff from the State Administrative Office conducted a special evaluation survey in four major farm offices in October and November on the domestic farm labor placement program. Detailed written reports were made to the Chief of Farm Placement. He and the Assistant Chief of Farm Placement attended a pilot conference on the domestic farm labor program in the Regional Office in San Francisco during late November where these reports were discussed. A brief covering all of the domestic farm labor program surveys has since been submitted to the Chief of Farm Placement. This brief comprised all of the survey findings but omitted the detailed and/or tabulated material.

This brief along with other domestic worker study material was consolidated into "A Study to Determine the Best Method to Improve the Do-

mestic Farm Labor Program and to Prevent Adverse Effect of Wages and Working Conditions of Domestic Farm Workers" in pamphlet form by the Farm Section and distributed for use in operations.

All informational material furnished by the National Office, kits, folders, posters, and other farm information, were distributed to all local offices.

The Chief of Farm Placement and four of his State Administrative Office staff attended the National Farm Placement Conference at Tucson, Arizona January 28, 29, and 30, 1963. In addition, many of the Arizona Farm Placement field personnel from over the State were in attendance at part or all of the conference sessions. This was particularly good for the Farm Placement staff in Arizona since this was the first time so many of the staff were able to obtain at first hand the points of Farm Program emphasis developed at the meeting for the year 1963.

Preseason arrangements were made at both State and local levels for the exchange of information pertaining to farm labor with all major agricultural organizations as well as with Federal, State, County, and local agencies.

In-season meetings were held on an area or local basis to train staff, review current operations, and institute new instructions and procedures when their complexity so demanded. Members of the State Farm staff conducted several training sessions pertaining to Management Controls, day haul, Mexican National procedures, wage surveys and reports, and preparation of the ES-229. Following the custom of previous years, Arizona again exchanged information on availability and demand for mechanical cotton pickers with the cooperating State Employment agencies in the C-GEES Program.

A very considerable amount of time was spent by State office operational and field supervisory staff in the validation of farm reporting in Arizona during the last six months of 1963.

Mr. Rork, Administrator-Director, and Mr. Salter, Chief of Farm Placement, were called on throughout the year to interpret the farm labor situation to members of agricultural agencies and associations, labor organizations, the public, as well as colleges.

Members of the State staff attended various meetings held by the Arizona Migrant Ministry and the Phoenix Community Council. The organizations made contributions through suggestions and in the promotion of an understanding by the public at large of the migrant domestic farm worker and his place in the community.

The Phoenix Community Council has kept in very close touch with the Farm Section of the Arizona State Employment Service during the year in order to develop information for a survey of migrant, and recently migrant, agricultural workers in Maricopa County, and who live in fringe areas of otherwise well-established communities of the county.

As a result of this survey, begun in 1961 and completed in 1962, certain (and many realistic recommendations were made to public and private welfare agencies. The recommendations have been received well and action has been and is being taken on them continuing into 1963.

In order to accomplish our objectives, it was necessary to maintain our branch offices at Avondale, Coolidge, Chandler, Eloy, Wellton, Somerton, Glendale, Willcox, Parker, and Guadalupe.

Plans were made to continue and to extend the Volunteer Farm Placement Representative system in farming areas where this service was thought to be needed.

PART III MAJOR CROP ACTIVITY AND REQUIREMENTS

Cotton ranks first in value of crops in Arizona. During 1963, a total of 395,000 acres were planted to cotton, 18,000 less than the acreage planted in 1962. Short staple acreage planted in 1963 was 39,000 less and long staple (Pima S-1) was 21,000 more approximately.

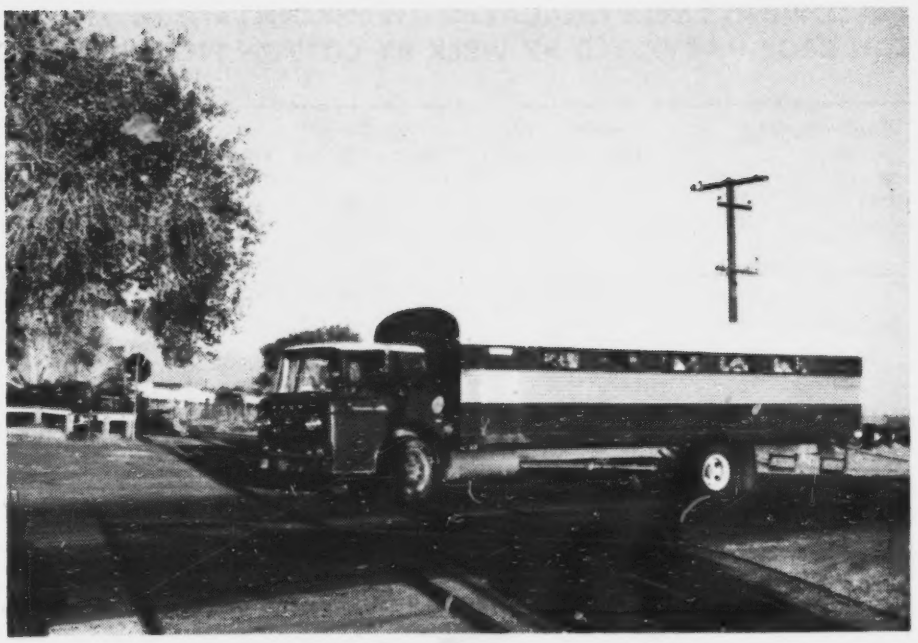
The Federal Crop and Livestock Service has estimated 845,000 bales will be harvested this season, and as of December 27, a total of 729,000 bales have been harvested, with 68[illegible],000 bales or over 94% being picked by machine. As in previous years, approximately three-fourths of the cotton grown in the state was produced in Maricopa and Pinal Counties, with the remaining acreage being grown in Yuma, Cochise, Pima, Mohave, Graham, Greenlee, and Santa Cruz Counties.

During March, April, and May, land preparation and pre-irrigation, planting, and cultivation for cotton and vegetables got under way with a demand for 5,000 to 6,000 seasonal workers resulting in a shortage of domestic workers. This situation is common in Arizona since, after the completion of the cotton harvest, there is a heavy out-migration of seasonal workers who either return to their home state or seek farm employment in other activities in states to the north of Arizona. After every media used to recruit sufficient numbers of local, intra, and interstate workers failed, it became necessary to contract Mexican Nationals.

It is estimated the cotton harvest will run about the same length of time as last year. The peak of the cotton harvest season came in November with approximately 4,200 domestic hand pickers and 2,563 machines being employed in the activity. Very few Mexican National contract workers were employed in the cotton harvest the past season. As a direct result of our day haul program, local and interstate recruitment programs, and Annual Worker Plan, increased mechanization, the employment of Mexican Nationals in the cotton harvest was very limited.

In connection with our day haul program, the sum of workers transported on an average day at our 87 pickup points totaled 3,009 and the sum transported on peak day totaled 7,340.

The influence of mechanical harvesting machines on labor use in the cotton harvest is again very much in evidence. This season, statewide, the cotton harvest will be about 95% by machine. From 1954 through 1963, all acreage control years, the planted cotton acreage in Arizona has ranged from about 353,000 to 435,000 and the gin run bales produced, from 715,000 to 945,000. There was a steady but slow advance in machine picking all these years. Beginning in 1959 when 60% of the harvest was by machine there has been a marked advance. In 1960 about 70% of the harvest was was machine picked, in 1961 83%, and in 1962 92% with some areas as high as 93% to 95%. In 1963 the machine picked portion will be about 95%.



An early morning start to the green onion harvest in safe comfortable transportation.
(Youth placement)
(Maricopa County)

Youth employed in cantaloupe harvest on mechanical loader.
(Yuma County)

THE FOLLOWING TABLE INDICATES THE PERCENTAGE OF THE 1963-64 COTTON CROP HARVESTED BY WEEK BY COTTON PICKING MACHINE:

Week Ending 1963		Weekly Total Bales Picked	Machine Picked Bales	Percent of Weekly Total	Number of Machines
August	2	19	18	97	2
	9	17	17	100	2
	16	257	35	24	2
	23	719	421	49	18
	30	1,139	555	49	26
September	6	2,713	1,719	63	63
	13	5,138	3,237	63	94
	20	6,175	4,422	72	222
	27	13,323	9,948	75	397
October	4	27,120	23,344	86	754
	11	41,524	37,468	90	1,064
	18	61,136	57,656	94	1,546
	25	38,383	36,202	94	1,177
November	1	67,392	64,449	96	1,802
	8	81,689	79,341	97	2,030
	15	61,760	59,229	96	1,747
	22	83,858	81,232	97	2,217
	29	39,415	37,672	96	1,761
December	6	70,262	67,932	97	2,563
	13	53,902	51,949	97	2,378
	20	41,164	39,914	97	2,229
	27	31,969	31,026	97	1,992

Many growers in the State are harvesting all their cotton every year by machine. With the advent of the quite efficient scrapping machines in 1959, 60, and 61 (machine scrapping was on a limited trial basis in 1959), complete machine harvesting is very nearly realized and involves very little field crop loss. Disregarding special harvest situations, it can be said the cotton harvest is now mechanized in Arizona. In 1950 when 10% of a 484,000 bale crop in Arizona was machine picked, very few interested people believed that the Arizona cotton harvest could ever be completely mechanized. Many growers did not harvest one boll of cotton by hand in 1963.

In 1963 mechanical picking started in volume the first week in September — the same as the previous year. This was made possible by earlier than usual artificial defoliation and to the widespread planting of the Deltapine strain of short staple cotton which matures somewhat earlier than the previously dominant Acala - 44 strain.

Rain, quite prevalent in most of all areas in Arizona during October, has had no appreciable effect on picking machine proportionate use. The machine picked ratio continued to increase substantially during this rainy period.

The planting, cultivation, harvesting, and packing of commercial vegetables is now first in importance in Arizona as far as seasonal agricultural labor needs are concerned.

During 1963, the spring lettuce crop totalled almost 30,200 acres and compares with 24,700 acres planted during the 1962 season. The Salt River and

Harquahala Valleys planted 12,600 acres, a small increase over the previous season. Aguila-Salome area showed 2,700 acres as compared to 3,250 last year; Yuma, 11,170 acres compared to 4,790 last year; and Bowie-Willcox, 2,280 acres as compared to 2,180 last season. The spring lettuce crop of over 1,300 acres in Pinal County is about 900 acres under last year.

The spring lettuce harvest required some 2,150 workers in February and reached a peak of 6,800 workers during the harvest in mid-April.

The fall lettuce crop totalled approximated 30,080 acres, with almost 12,600 acres planted in the Salt River and Harquahala Valleys, 2,700 in Aguila-Salome area, 11,200 in Yuma, 2,280 in Bowie-Willcox area, and 1,300 in Pinal County. Fall lettuce harvest started the middle of September, required some 1,200 workers, and reached the peak during November when some 7,200 workers were employed.

Potato acreage in the State increased from 8,500 acres planted in 1962 to 10,100 this year. The Queen Creek or Mesa area had the largest potato acreage with 4,800; Phoenix about 4,500; Harquahala area 475; and Casa Grande-Eloy area 220 acres.

Arizona growers planted over 18,100 acres of cantaloupe during the 1963 season with Yuma accounting for almost 17,600 — up almost 3,000 from last year. In an effort to get away from the crown blight damage, cantaloupe plantings were widely scattered in the central and western areas of the State. Phoenix area grew 432 acres of cantaloupe, Parker 1,490, Casa Grande area 20, Bowie-Benson 60.

Green onions have, in the last few years, become an important crop in the Salt River Valley of Maricopa County. In 1963 there were over 1,200 acres planted which used upwards of 1,100 workers during the heavy harvest season in November and December.

The planting, cultivating, and harvesting of these vegetables during the spring, fall, and winter months require some 8,000 to 15,000 workers and we have very little evidence at this time that mechanization in the vegetable industry is tending to reduce the demand for workers. There was, however, continued experimentation with machines in both the lettuce and cantaloupe harvests the past year.

In addition, a southwestern university agricultural engineering department is doing basic experimentation on a new type lettuce harvester which, when perfected, will be capable of selecting the head of lettuce automatically to be harvested and which will then harvest and retrieve the head entirely by mechanical means. Heretofore, one of the principal faults of the present lettuce harvesting machines, is the necessity for manual "cutting and trimming" of the head before the machine can take over the balance of the harvesting tasks.

There were a significant number of machines and machine crews used in both the fall and spring harvests. Of the two methods of harvest used — ground pack crew, and machine crew — the machine crew averaged only slightly better man hour production compared to the ground pack or totally stoop labor method. This indicates that machine and machine crew management improvement must come before mechanization of the lettuce harvest becomes firmly entrenched. A very favorable aspect of machine

operation, however, is the fact that this type of operation attracts much greater numbers of domestic workers. Some of the machine crew tasks were particularly adapted to the use of female workers. This characteristic of machine crew operation cut back the necessity for contract Mexican National lettuce harvest workers substantially. Hourly work ground pack crews on the average were made up of 92% contract Mexican Nationals and 8% domestics (all male); piece work ground pack crews averaged 69% foreign and 31% domestic (all male); and machine crews averaged 39% foreign and 61% domestics. All machine crews employed 24% to 50% female workers — depending on the method used in packaging the individual lettuce heads — hand or automatic.

In the ground pack method of harvest, the outer leaves are left on the head. In the machine pack method the outer leaves are trimmed off down to the edible portion and the trimmed head is heat sealed in a cellophane type wrapper shrunk tightly to the head — also by heat. Consumer demand and market price differential are determining factors as to how much of the production is presently machine harvested.

The two critical elements which will affect employment in the vegetable crops are weather and market conditions. Arizona vegetable harvest was successful due to favorable weather and market conditions, plus expanded clearance, and day haul programs operated by the various local farm offices throughout the State.

Arizona expects a lemon crop estimated at approximately 1,300,000 boxes, about two and one-half times that produced last season. Total orange production is forecasted at 1,800,000 boxes, an increase of 240,000 from last year's production of 1,560,000 boxes. Grapefruit production is estimated at 2,500,000 boxes as compared to 1,900,000 boxes last year. The harvesting of the citrus crops requires from a low of 200 workers in July to a peak of about 1,300 during the month of December.

Arizona citrus growers concentrate their marketing efforts on fresh fruits rather than compete in the frozen juice field which brings a far lower return per ton.

Because of the seasonal characteristics of the various crop activities, seasonal labor use fluctuates from a low of 11,400 in July to a high of 25,000 during November. There is no true surplus of workers in Arizona. Most months show a need for additional workers as shown by the following chart:

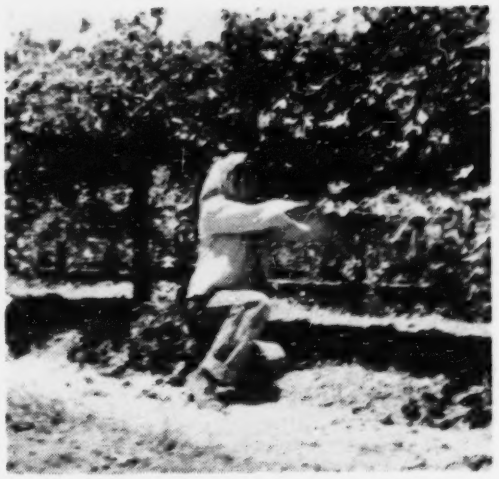
1963 Monthly Farm Labor Shortage

January	575	July	690
February	650	August	875
March	1,225	September	2,425
April	1,225	October	2,150
May	1,825	November	1,950
June	3,615	December	1,850

Cutting Celery
Maricopa County

Harvesting Grapes
Maricopa County

Mobil Farm
Labor Office
out of
Mesa Local Office
Maricopa County



Picking Grapes
Maricopa County

PART IV COMPOSITION OF THE 1963 FARM LABOR FORCE

RESIDENT LABOR FORCE

In general, there is employment throughout the year for all available local agricultural workers except during short periods when unusual market or weather conditions suspend a particular crop activity. Local workers are used in pre-harvest and harvest activities and constitute a major part of the labor force need for the vegetable, melon, cotton, citrus and other minor crops.

Approximately 40% of the local farm labor force is Latin American; 33% Anglo American; 23% Negro; and 4% Indian. Women make up about 10% of the workers during peak.

Indians from the Navajo Reservation are used for the vegetable and cotton harvests in the central and southeastern part of the State. Apache Indians are used in cotton in and around the Safford and Willcox areas. Papago, Pima, and Yuma Indians usually work in seasonal and year-round jobs in all corps.

Following is a table showing Seasonal Labor Use for 1963

	Major Crop Activities	Actual Seasonal Labor Usage in 1963			
		Total Workers	Resident Workers	Out-of-State Workers	Foreign Workers
Jan.	Cotton, Vergetable, and Citrus Harvest	15,564	9,747	2,279	3,538
Feb.	Cotton, Vegetable, and Citrus Harvest	15,375	10,422	1,704	3,249
March	Vegetable and Citrus Harvest, Cotton Planting	15,242	9,609	2,012	3,621
April	Vegetable and Citrus Harvest, Cotton Planting	20,169	11,854	1,910	6,405
May	Citrus Harvest and Cotton Chopping	19,520	12,827	1,670	5,123
June	Cotton Chopping, Melon and Vegetable Harvest	20,951	13,091	1,705	6,155
July	Cotton Chopping, Melon and Vegetable Harvest	13,632	11,656	891	1,085
Aug.	Cotton Chopping	11,430	9,975	855	600
Sept.	Cotton Harvest	13,874	10,269	1,380	2,225
Oct.	Cotton an Citrus Harvest	20,357	12,313	2,034	6,010
Nov.	Cotton, Vegetable, and Citrus Harvest	22,921	12,307	2,638	7,976
Dec.	Cotton, Vegetable, and Citrus Harvest	22,871	14,512	2,794	5,565

Above figures represent employment on the 15th day of each month.

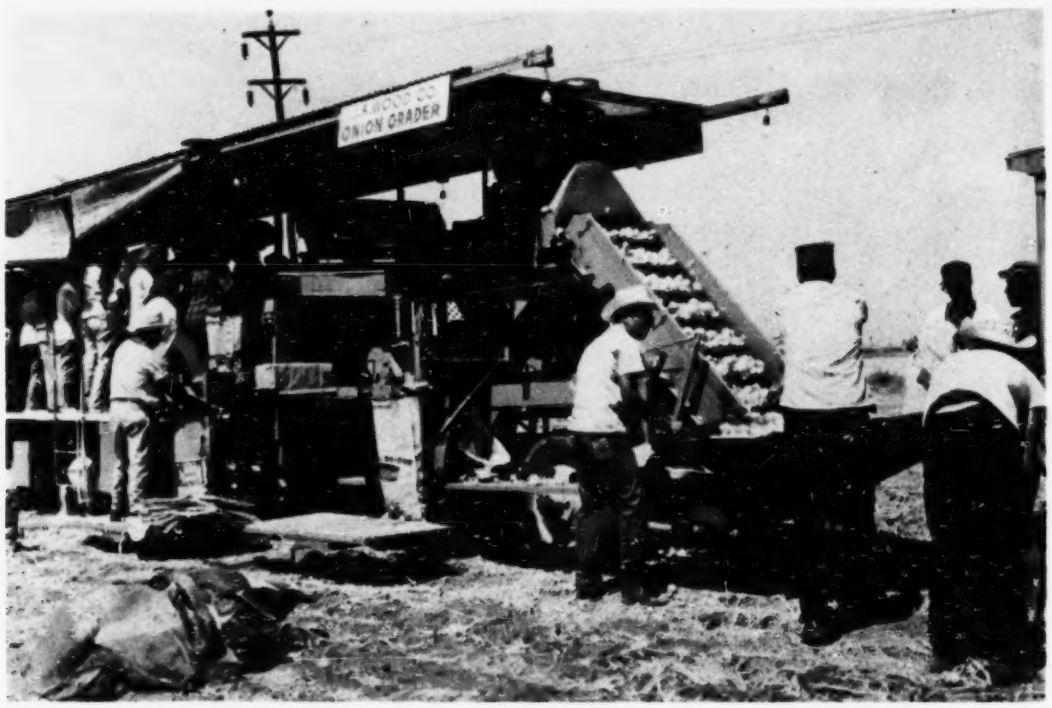
Usual sources of supply of workers are from Arkansas, Texas, California, Idaho, and New Mexico, although workers come to Arizona from 28 states during the winter months.

OUT OF STATE LABOR

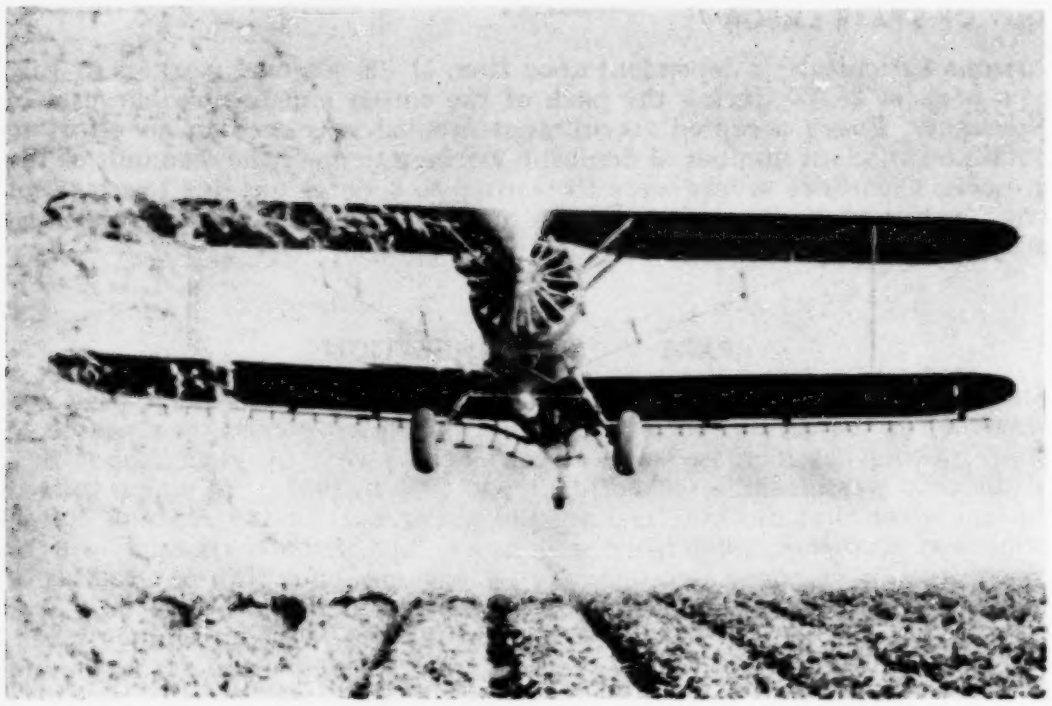
Arizona agriculture is dependent upon from 11,400 seasonal workers in July to a peak of 25,000 during the peak of the cotton and lettuce harvests in November. Every accepted recruitment method was used in an effort to obtain a sufficient number of domestic workers to meet the demands of the growers. Clearance orders were forwarded to 8 states but due to excellent crop conditions in these states, many of the workers did not arrive until after the peak of the vegetable and cotton harvest.

PART V MECHANIZATION

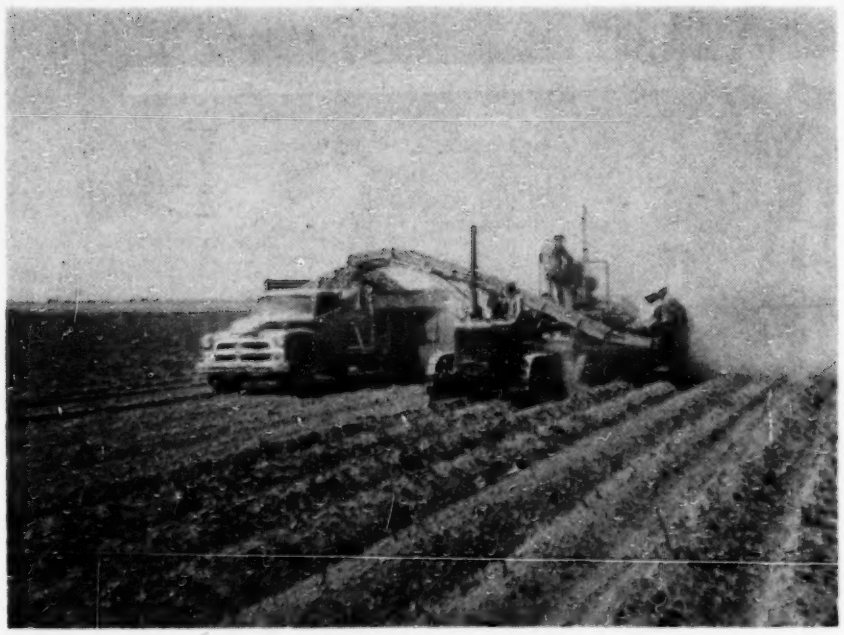
Since 1950 in Arizona, the mechanical cotton picker has been used extensively in the cotton harvest. The ratio of cotton picked by machine to hand picking has increased almost consistently year by year. About 46% of the crop was machine picked in 1958 — 60% in 1959 — at which time it became clear that machine picking the major part of the Arizona cotton crop was a firmly established procedure. Significantly greater use of machines was demonstrated again in 1960 when about 70% of the 852,000 bale crop was machine picked. In 1961 83% of the 836,000 bale crop was machine picked. In 1962 92% of the 935,000 bale crop was machine picked. In 1963 it is believed that 95% of the crop will be machine picked. Beginning in the week ending October 18 during the 1963 harvest, machines began picking over 94% of each week's harvest, and by the week ending November 8 began picking 96% and 97% each week.



Sorting and Grading Dry Onions
Maricopa County



Dusting Cantaloupe Field
Yuma County



Harvesting potatoes by machine
Maricopa County

A very considerable amount of experimentation took place last season with the black cellophane-like mulch system. The very thin cellophane-like material which comes in rolls about 12 inches or more in width and containing many rods in each roll, is laid on top of the ground by a special machine and the seed (or plant) is planted through holes in the cellophane punched at the time of planting. So far in Arizona, cotton and rose planting are the corp activities mainly involved. The principal deterrant to widespread use of this procedure so far beside cellophane expense has been the difficulties experienced in laying the much. We understand that the machines now in use for that purpose are quite trouble free. The net savings made in reduced weed control expense are reported to be very considerable. This new mulching method seems to be gaining momentum in Arizona.

The Rood Cotton Harvester which is a machine designed primarily to pick up the cotton fallen to the ground came into the 1960 Arizona cotton harvest picture late in the season. This mechanical cotton scrapper again in 1961 proved a boon to the farmer who "has a lot of cotton on the ground" since the improved machine reclaims "ground cotton" efficiently and economically when proper methods of operation are put into practice. In 1962 and 1963 further improvement encouraged greater use.

A Yuma manufacturer is making an attachment first used in the 1962 harvest, for standard cotton pickers known as the "Best Cotton Saver" that uses a novel system of retreiving low bolls and ground cotton. It is claimed to be doing a very efficient, economical job of scrapping cotton and is again being used rather extensively in Yuma County in their 1963 harvest.

Improved seeds in cotton came to Arizona several years ago with the organization of the certified cotton seed group and the acid delinting of cotton seed. New strains of cotton, such as Deltapine used extensively in 1961, 1962, and 1963 enhanced picker use and allowed machine picking to start sooner. Fertilizer experimentation is continually being practiced. We have heard of and seen 6 and even 7 bales per acre cotton raised in large experimental plots. Since these experiments were conducted by a private large producer, no information is available on the details.

The lettuce industry is still experimenting with a new special cellophane individual head wrap. The cellophane wrap is shrunk tightly around the head, for longer freshness, by the application of extreme heat for a few seconds — automatically. Consumer demand determines how much of this type of packaging is made available. The carrot production group have changed from a "bunch and tie" package with the tops left on to "topped" carrots marketed in a cellophane package. This is also true for some other vegetables such as cauliflower, broccoli, brussels sprouts, and the like. This general method of vegetable packaging is gaining a good deal of consumer support.

PART VI RECRUITMENT AND PLACEMENT OF FARM LABOR

During the yar 1963 every feasible method was used to fully utilize the local available labor supply before initiating efforts to bring in interstate or foreign workers. Arizona, being a demand state, is constantly faced with the problem of recruiting thousands of seasonal migratory workers each year as well as certifying to the use of additional thousands of Mexican National workers in order to prevent crop loss due to a shortage of labor.

It is the policy and obligation of the Arizona State Employment Service to offer full employment to all domestic workers before initiating efforts to bring in Mexican Nationals. Very special effort was made in this respect the past season not without some result as can be deduced from studying item 3 of the Highlights at the beginning of this report.

Day haul programs were operated at 20 points and were established at 67 points. As in past years, labor was obtained from these points in addition to local supply from the use of hand bills, farm labor bulletins, newspapers, radio and TV publicity, the use of volunteer representatives, and from letters written to contractors who had previously worked in Arizona.

The Farm Labor Bulletin was published weekly from August through December and bi-weekly the rest of the year. There were 35 issues of the Bulletin published with a total of 10,000 copies distributed to growers, agricultural supply houses, newspapers, radio and TV stations, banks, and other interested persons.

The local farm office personnel met with various social and welfare agencies, churches, community groups, and various union organizations periodically and alerted them to the farm labor needs. We feel our contact with these various organizations has helped them better understand the problems encountered by the Arizona State Employment Service in connection with both domestic and foreign labor. We requested their cooperation and assistance in directing persons interested in agricultural work to the local office or day haul points.

Clearance orders were sent to California, Colorado, Nevada, New Mexico, Utah, Idaho, Oregon, Texas, Washington, Missouri, and Montana. Due to excellent crop conditions in these states, they were unable to assist us in our cotton harvest until after the peak had passed.

The Managers of the local farm offices, along with their Farm Placement Representatives, deserve most of the credit for bringing the 1963 farm placement activities to a very successful conclusion. They did the leg work such as talking to farmers and workers in the field, surveyed crops in their respective area, inspected crop conditions and the use of cotton picking machines and other factors affecting the farm labor market.

Arizona policy in most of 1963 required that wage surveys be made at least every two weeks in agricultural activities utilizing Mexican Nationals. Since October 1963, wage surveys are conducted in Arizona each calendar month during the first full week. This change was necessary due to the lack of funds in the Mexican National Program plus the time required in the stepped up emphasis on the domestic farm worker program. It was felt that sufficiently current wage information could be maintained with special safeguards set up to detect intermediate wage changes.

In the great majority, surveys are conducted within the 3 day recommended period. The great bulk of the survey information is obtained by regular farm placement representatives in the field from workers, employers, or responsible and authoritative employer representatives who are contacted personally. Information may be also obtained when appropriate from job orders and by telephone contact. For wage survey information the telephone is seldom used except in an emergency wage changing situation and the caller is thoroughly familiar with the informant.

All the information obtained is recorded in the field on specially devised forms which include space for recording the pertinent statistical and narrative information and the employer's signature.

The field forms are recapped in the local offices after review by designated personnel and the Table 1's are completed and submitted to the State Administrative Office, Farm Research & Reports Unit in the Farm Placement Section. The field work sheets are there again review as well as the Table 1's before submittal. Required supplementary reports are then made up and submitted.

Before submittal for the Farm Section, wage survey information, briefed down, is posted in a Cardex ledger for quick reference. A regular file is kept in the Farm Section and local offices of all copies of all field and report information on wage surveys.

There were 702 wage surveys made in 1963, all of which included instate and interstate domestic worker surveys. Supplemental information was prepared on six user non-user surveys in which wage differentials required such procedures under E. S. Manual instructions. Supplemental information was prepared on 81 dominated activity surveys in 1963. The total number of wage surveys made in 1963 would have equaled the number made in 1962 (938) had we maintained the two-week schedule throughout the year.

There were 56 separate crop activities surveyed in 5 agricultural reporting areas involving the following crops: cotton, citrus, carrots, roses, lettuce, irrigation (multi-crop), melons, potatoes, green onions, dry onions, sweet corn, miscellaneous vegetables, cauliflower, grapes, brussels sprouts, broccoli, mustard, cabbage, radishes, celery, and chili. There were 65 separate wage findings classess included in the surveys.

Fluctuation of wages in any wage finding class were immediately passed on to employers by formal written notification and were put into effect as of the date the new finding was made. New findings were immediately posted publicly in approved posting places to replace the superseded wage rates. All wage findings were published every two weeks in the Arizona Farm Labor Bulletin throughout the year.

There were numbers of wage fluctuations in various crop activities. The great majority reflected an increase. Mexican National labor contracting associations and individual employer Mexican National contractors gave complete cooperation when prevailing wage findings indicated an increase. All notifications to its membership were made by the associations immediately and the individual employer started paying the new rate at once. The wage levels of domestic workers were increased coincident with the notification to the employer as of the date of the finding.

TRANSPORTATION

As in previous years, transportation was no problem in recruiting domestic workers. Not only were adequate facilities provided in all communities for transporting workers to the fields and back without cost to workers, but many growers agreed to provide transportation on their trucks or chartered buses from points in various supply states.

WAGES

Wages paid in Arizona during the year for seasonal and year-round work compared favorably with that offered in neighboring states and in general above those in some southern and southeastern states. Significant increases have been noted in seasonal agricultural worker wages in the past year.

HOUSING

The most serious recruitment problem has been and continues to be the shortage of a sufficent number of family type housing units.

INDIANS

The local office Managers in the Casa Grande, Phoenix Farm, Tucson, Mesa, and Safford Offices carried on special Indian recruitment and public relations programs with various growers in their respective areas. Many hours were spent in traveling to and from various farms for the purpose of checking housing and working conditions previous to the arrival of the Indian workers.

YOUTH

All local farm offices carry on a regular radio and newspaper recruitment campaign to encourage youths to participate in the preharvest and harvest activities. Approximately 500 students participated in the cotton and lettuce harvests. In addition to this group, 44,023 youth day haul placements were made in 1963, compared to 35,594 made in 1962.

Serving Youth in Farm Placement[1]

"As an example of placement services provided youth by the Farm Offices there were 2,830 individuals under 22 placed in agricultural employment during the Jobs for Youth Campaign (May 20 - August 30, 1963). The offices contributing to these services were Phoenix Farm, Mesa, Casa Grande, Douglas, Tucson IS&F, and Yuma.

"As a year-round activity the Phoenix Farm Office cooperates with the Maricopa County Probation officers in placing delinquent youth on permanent jobs with farm employers.

"The Safford Office works closely with the Eastern Arizona Junior College and high schools in placing students in agricultural employment on a part-time, summertime, and permanent basis.

"Serving youth in the Farm Placement Offices of the ASES has been a continuous program for many years and has contributed greatly to the over-all Agency youth program."

Serving Indian Youth[1]

"The Phoenix Farm Office arranged with various growers to pick up Phoenix Indian School students on Saturdays for farm work. The number of students participating in this project each week during the season ranged from 40 to 50."

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[1] From Services to Youth Handbook published by Arizona State Employment Service, August, 1963.

The Phoenix Farm Office, as another example of special emphasis on youth placement, in cooperation with the Phoenix Junior Chamber of Commerce, arranged for the placement of 50 students from St. John's Indian School near Phoenix. These students will have live-in agricultural jobs lasting all summer with a large commercial farming operation near Phoenix.

The Phoenix Farm Office manager also worked very closely with the South Mountain High School officials last fall in Phoenix to plan a weekend youth agricultural placement program.

The supervising interviewer in charge of the Farm Program in Yuma set up a cooperative program with the Yuma High School officials in late May and June which resulted in a large number of high school boys helping out with the very large 1963 Yuma cantaloupe harvest which usually starts in late May and continues into July.

AREA REDEVELOPMENT ACTIVITIES

The Arizona State Employment Service has and is taking an active, aggressive part in the Area Redevolpment program through its recently instituted organizations.

During 1963 the Farm Section actively participated with the Manpower Section in planning two MDTA agricultural worker projects now under way. One of these is on an Indian Reservation and is training 30 Farmers, General. This project runs for one year and will complete May 1 1964. Another is training 45 Farm Hand, General in Maricopa County. It was approved in 1963 and is scheduled to start January 13, 1964.

There are two additional agricultural worker MDTA projects in process of development which, when approved, will provide training for 30 Farm Hands, Citrus in Yuma County and 30 Farm Hands, Fruit for the fast expanding grape production facilities in Maricopa County.

This cooperation with the Manpower Section is considered a very important part of our work and the participation of the Farm Section is fully given when asked for by Manpower.

MEXICAN NATIONALS

During 1963 approximately 8,200 Mexican Nationals were brought into Arizona to supplement domestic workers and prevent crop loss. This total at peak was about 400 less than used last year. Due to the imminent and expected termination of the Mexican National Program on December 31, 1963, more braceros were brought in than would have been under ordinary circumstances. The Mexican National recruitment and reception centers were slated to close on October 15, 1963, which required authorization and contracting of braceros in sufficient numbers before that time to protect the farmers in the heavy fall harvest season in Maricopa, Pinal and Yuma Counties against otherwise certain heavy crop loss. Except for the situation reviewed above, Mexican National peak use would have been much less than the number noted. The extension of the law to December 31, 1964 came too late in the 1963 season to prevent this action. The largest decrease in Mexican National use was in their reduction in irrigation and miscellaneous vegetable activities.

Phoenix Indian School Youth on the job bunching and tying onions.

Phoenix Indian School Youth receiving instructions in bunching and tying onions. Maricopa County

Phoenix Indian School Youth unloading at job site. Note good transportation.

Row crops—Maricopa County
Deer Valley just north of
Phoenix
Taken from helicopter

The Mexican Nationals used throughout the State were vitally needed in the lettuce, melon, and citrus activities. Without their utilization it would have been impossible to harvest these crops without a crop loss.

All employers using Mexican Nationals were obligated and did comply with Public Law 78 requiring them to hire qualified domestic workers referred to them by the local office.

Local office farm personnel were constantly engaged in carrying out an informational and public educational program in all areas where Mexican Nationals were employed. Farmers, workers, businessmen, and church groups were give a complete explanation of how the Mexican National program operated. Various methods were used such as talks before groups, radio and newspaper articles, and personal conferences.

ANNUAL WORKER PLAN

Interstate workers are vitally needed in the vegetable and citrus harvests. Without their aid it would not be possible to harvest these crops without loss. Recruitment of these interstate workers is carried on through our nationwide clearance system and participation in the Annual Worker Plan. During 1963, Arizona received a total of 166 migrant labor schedules from 14 different states as compared with a total of 279 schedules received the previous year. In turn, Arizona sent out 97 schedules to 16 different states as compared to 89 schedules sent to 19 different states the previous year.

Migrant unit contacts were down from 134 in 1962 to113 during 1963. There were 1,454 workers handled by Arizona under the Annual Worker Plan in 1963.

With the advent of essentially complete mechanization in the cotton harvest, those workers who plan on coming to Arizona for cotton harvest in mid or late November will find but little cotton to pick. Many of them, as was true this year, will not come in but will seek work elsewhere.

WAGE REPORTS — ES-229 REPORTS

During 1963, we feel the wage finding program has improved a great deal over the past year due to a better understanding of the mechanics involved, and to the addition of field staff. In addition, a (domestic worker) wage survey program was initiated in 1961 to determine wages being paid in Arizona to interstate workers. Additional analysis, as now required, goes far in improving the usefulness of wage surveys. With this added workload and the increased analytical requirements in the over-all wage survey program made necessary for the detection of adverse effect in wages and working conditions, both local office and State office personnel were hard pressed to keep abreast of the program.

This condition was true throughout most of 1963. With installation of our improved domestic worker study and intensive training of new field staff, it is expected that the further improved wage survey program will more effectively assist in the detection of adverse effect.

Throughout the year, Mr. A. D. Studybaker of the Regional Office held various training sessions with the State Farm staff.

Points of the program developed at these meetings were reviewed with local office farm representatives and a better knowledge and importance

of determining the rate being paid domestic workers in activities where Mexican Nationals were employed has resulted. We believe the wage reports submitted during the year were as accurate as could be obtained.

Employment ceilings established from the ES-229 preseason Farm Labor Report for the periods submitted caused less inconveniences this year than in the past.

Due to the size of Arizona agriculture and the farm labor market, the preparation and reviewing of details in validating the need for Mexican Nationals is very cumbersome and time consuming. The local offices did an excellent job in simplifying and assembling data where possible, which resulted in more realistic employment ceiling requests, thus eliminating further adjustments during the year.

PART VII AGRICULTURAL RESEARCH PROJECTS

Farm labor research for both internal use and publication has been continuous throughout the year. Operating analysis and records have been expanded in order to more expediently provide data concerning labor use and crop production when requested.

Special studies or reports provided Regional and Bureau offices during the year have included man month use studies entitled:

"Study of Seasonal Farm Work Force Employment for 1962 compared with 1961-Arizona."

"Study of Seasonal Workers Man Months Totals Compared, First 6 months of 1962 with First 6 months of 1963-Arizona."

"Arizona Seasonal Agricultural Workers Wage Trend Study."

"Agricultural Employment in Arizona 1950-1962."

"The Economic Impact of a Changing Agricultural Labor Market - Parker, Arizona."

"A Study to Determine the Best Method to Improve the Domestic Farm Labor Program and to Prevent Adverse Effect of Wages and Working Conditions for Domestic Farm Workers."

The University of Arizona, under contract with the Arizona State Employment Service, is now undertaking a study entitled "Effects of Farm Mechanization on Farm Employment." The Farm Section is cooperating very closely with the University by paying close attention to the progress being made and the comprehensiveness of the Study. This Study is now in the data processing stage and should be ready for publication early in 1964. The field work has been completed.

EMPLOYMENT TRENDS

There has been no appreciable surplus of local domestics as a result of the cotton harvest labor use reduction. Housewives have removed themselves from the labor market in some instances and others have found work in the other activities.

There has been a small increase in numbers of regular hired farm workers as a result of cotton harvest mechanization with a consequent lack of demand for migrant workers. Most of the picking machine operators are drawn from this group and improvements in other farm machines (larger,

multi-row, multi-task) has released otherwise engaged operators for the cotton picking machines.

PART VIII EVALUATION AND RECOMMENDATIONS

We feel that our Farm Placement Program for 1963 was very successful. Shortages of labor were experienced throughout the year, but no crop loss was suffered due to our improved day haul program, greater use of clearance, the Annual Worker Program, newspaper, radio, and television advertising, and in an emergency, the utilization of Mexican Nationals.

Lack of family farm housing continued to be a problem in the recruitment and placement of seasonal workers, particularly facilities for large family groups. During the coming year the Arizona State Employment Service will continue its policy of recommending and encouraging farmers to build or improve housing for family groups.

As in previous years, the day haul operation proved the best way to afford maximum farm employment to the majority of farm workers who lack transportation of their own. Day haul stations were operated at 20 points and established at 67 points during 1963. The sum of workers transported on the peak day totaled 7,340.

As a result of our publicity programs and carefully scheduled visits to employers, each year we see more growers turn to the local offices for their labor needs and information on their availability in the future. Farm placement representatives have used all available means to secure workers for the growers at the time they were needed, thereby assuring their confidence in our service.

We recommend the Bureau encourage and continue to assign funds for special surveys, that new procedures may be developed for use by local offices in establishing bench marks for estimating agricultural data in the future.

The Bureau should continue to work toward simplifying the reporting program, allowing more time on recruitment and placement operations.

FORECAST 1964

Farm labor demand in Arizona is expected to be about the same in 1964 as in the previous year as the best information now available indicates substantially the same acreages planted as in 1963. It is estimated that about 25,000 hired seasonal workers will be required at peak, almost the same as peak requirements in 1963.

Intensive local recuritment campaigns are being planned for 1964 by all local farm offices as our first responsibility will continue to be the placement of domestic workers. Informational and public relations activities will continue on the same basis as in the past year. Intensive study of the domestic farm labor market has uncovered a considerable amount of useful information. Using this information in local office operation will result in increasing the availability of domestic workers — and possibly uncover new sources here and in more distant labor market areas. The supply must be increased due to the probable termination of the Mexican National Farm Labor Contracting Law (PL78). A good start was made in Arizona on this study in 1963 and the results and recommendations will be documented early in 1964.

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225—Table 1 (10/58)

Budget Bureau No. 44-R779.6
State of ARIZONA

TABLE I. Selected data on farm placement operation in 1963

ITEM	NUMBER
Section A. Day-Haul activities	
1. Operated by State Agency:	
a. Day-haul points	20
b. Towns with day-haul points	12
c. Sum of workers transported on average day in each town	1,469
d. Sum of workers transported on peak day in each town	3,238
2. Established (unsupervised) by State Agency:	
a. Day-haul points	67
b. Towns with day-haul points	22
c. Sum of workers transported on average day in each town	1,540
d. Sum of workers transported on peak day in each town	4,102
Section B. Services to school-age youth	
3. Towns in which separate school-age youth programs are operated	3
4. Day-haul points operated separately for school-age youth	3
a. Sum of school-age youth workers transported on peak day in each town	221
5. Day-haul points established by State Agency for school-age youth	2
6. Supervised camps operated for school-age farm workers	0
a. Placement in camps	0
7. Placements of school-age youth in supervised live-in farm homes	0
Section C. Services to other special groups	
8. Services rendered to Indians by local offices or itinerant points on reservations:	
a. Placements	12,441
b. Applicant holding acceptances	1,933
9. Other placements of reservation Indians	3,680
10. Puerto Ricans brought into State under work contract	0
Section D. Special services to employers	
11. Employers receiving combine services:	
a. From out of area	0
b. From out of State	0
12. Employers receiving cotton-harvesting-machine services:	
a. From out of area	0
b. From out of State	0
13. Food processing employers receiving placement services	45
Section E. Other special services	
14. Local offices which held farm clinics	0
15. Days on which farm clinics were held	0
16. Issues of farm labor bulletins published	40
a. Copies distributed	13,000
17. State Agency's work guides distributed:	
a. Within reporting State	7
b. To other States	204
18. Local offices participating in formal community service programs	3
19. Volunteer farm placement representatives	12

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225—Worksheet A (10/58)

Budget Bureau No. 44-R779.6
State of ARIZONA
Year 1963

Worksheet A. Day-haul activities, by town

☒ 1. At points operated by State Agency

☐ 2. At points established (unsupervised) by State Agency

TOWNS	Number of Day-Haul Points		Number of Workers Transported		
				Peak Day	
	Total	Youth School-Age	Day Average	Total	Youth School-Age
I	II	III	IV	V	VI
Mesa	1	0	32	142	0
Chandler	1	0	48	109	0
Guadalupe	1	0	118	247	0
Yuma	3	1	55	212	60
Somerton	1	1	150	210	12
Phoenix Area	4	1	332	661	149
Avondale	1	0	234	380	0
Glendale	1	0	45	133	0
Casa Grande	2	0	125	279	0
Coolidge	2	0	124	237	0
Eloy	2	0	91	372	0
Tucson	1	0	115	256	0

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225—Worksheet A (10/58)

Budget Bureau No. 44-R779.6
State of ARIZONA
Year 1963

Worksheet A. Day-haul activities, by town

☐ 1. At points operated by State Agency

☒ 2. At points established (unsupervised) by State Agency

TOWNS	Number of Day-Haul Points		Number of Workers Transported		
				Peak Day	
	Total	School-Age Youth	Average Day	Total	School-Age Youth
I	II	III	IV	V	VI
Mesa	1	0	81	183	0
Chandler	1	0	28	117	0
Guadalupe	1	0	74	293	0
Douglas	4	0	120	185	0
Willcox	5	0	80	185	0
Bowie	1	0	30	55	0
San Simon	1	0	20	35	0
Yuma	12	1	186	415	60
Somerton	12	2	154	879	12
Wellton	10	0	108	140	0
Parker	1	0	42	141	0
Casa Grande	2	0	53	202	0
Coolidge	2	0	121	245	0
Eloy	2	0	69	221	0
Tucson	3	0	99	255	0
Safford	3	0	55	70	0
Pima	1	0	35	45	0
Solomon	1	0	8	45	0
Gadsden	1	0	8	45	0
San Luis	1	0	80	240	0
Tacna	1	0	40	58	0
Roll	1	0	40	58	0

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-223—Worksheet B (10/58)

Budget Bureau No. 44-R779.6
State of ARIZONA
Year 1963

Worksheet B. Day-haul activities, by period of action

☒ **1. At points operated by State Agency**

☐ **2. At points established (unsupervised) by State Agency**

Towns (from column 1 of worksheet A)	Period of action		Number of workers on peak day	Crop Activity	Type of program	
	Beginning date	Ending date			School-age youth	Other
I	II	III	IV	V	VI	VII
Mesa	Year	Round	142	All Crops	0	X
Chandler	Year	Round	109	All Crops	0	X
Guadalupe	Year	Round	247	All Crops	0	X
Yuma	Year	Round	212	All Crops	X	X
Somerton	Year	Round	210	All Crops	X	X
Phoenix Area	Year	Round	661	All Crops	X	X
Avondale	Year	Round	380	All Crops	0	X
Glendale	Year	Round	133	All Crops	0	X
Casa Grande	Year	Round	279	All Crops	0	X
Coolidge	Year	Round	237	All Crops	0	X
Eloy	Year	Round	372	All Crops	0	X
Tucson	Year	Round	256	All Crops	0	X

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225—Worksheet B (10/58)

Budget Bureau No. 44-R779.6
State of ARIZONA
Year 1963

Worksheet B. Day-haul activities, by period of action

☐ 1. At points operated by State Agency

☒ 2. At points established (unsupervised) by State Agency

Towns (from column 1 of worksheet A)	Period of action		Number of workers on peak day	Crop Activity	Type of program	
	Beginning date	Ending date			School-age youth	Other
I	II	III	IV	V	VI	VII
Mesa	Year	Round	183	All Crops	0	X
Chandler	Year	Round	117	All Crops	0	X
Guadalupe	Year	Round	293	All Crops	0	X
Douglas	Year	Round	185	All Crops	0	X
Willcox	Year	Round	185	All Crops	0	X
Bowie	Year	Round	55	All Crops	0	X
San Simon	Year	Round	35	Cotton Harvest	0	X
Yuma	Year	Round	415	All Crops	X	X
Somerton	Year	Round	879	All Crops	X	X
Wellton	Year	Round	140	All Crops	0	X
Parker	Year	Round	141	Cotton-Vegetable Preharvest-Harvest	0	X
Casa Grande	Year	Round	202	All Crops	0	X
Coolidge	Year	Round	245	All Crops	0	X
Eloy	Year	Round	221	All Crops	0	X
Tucson	Year	Round	255	Cotton Preharvest-Harvest	0	X
Safford	1-5-63	10-8-63	70	Cotton Preharvest	0	X
Pima	5-1-63	8-31-63	45	Cotton Preharvest	0	X
Gadsden	Year	Round	45	All Crops	0	X
Solomon	5-1-63	8-31-63	35	Cotton Preharvest	0	X
San Luis	Year	Round	240	All Crops	0	X
Tacna	Year	Round	58	All Crops	0	X
Roll	Year	Round	58	All Crops	0	X

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225—Table 4 (12/61)

Budget Bureau No. 44-4779.6
State of ARIZONA

TABLE 4. Interstate agricultural migrant activities in 1963

Section A. Migrant contacts			Section B. Individuals & workers represented	
Type	By reporting State	With reporting State's residents	Type	In sec. A col. III
I	II	III	I	II
1. Total	75	113	2. Total individuals	1,967
a. Crew Leaders	45	27	a. Male, 16 & over	982
b. Family heads	26	83	b. Female, 16 & over	404
c. Other	4	3	3. Total workers	1,454

Section C. Worker characteristics		Section D. Services rendered	
Type	Number	Type	Number
I	II	I	II
		7. Total	75
		a. Scheduled by ES	26
		b. Requests for action	14
4. Families	335	c. Other services	4
5. Unattached males	540	d. Validations	0
6. Unattached females	35	e. Information only	31

Section E. Summary of migratory movement by State

HOME STATE		LAST STATE IN		NEXT STATE IN	
State	Workers	State	Workers	State	Workers
I	II	III	IV	V	VI
Total		Total		Total	

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225—Table 5 (1/59)

Budget Bureau No. 44-R779.7
State of ARIZONA

TABLE 5. Interstate seasonal agricultural clearance activities in 1963

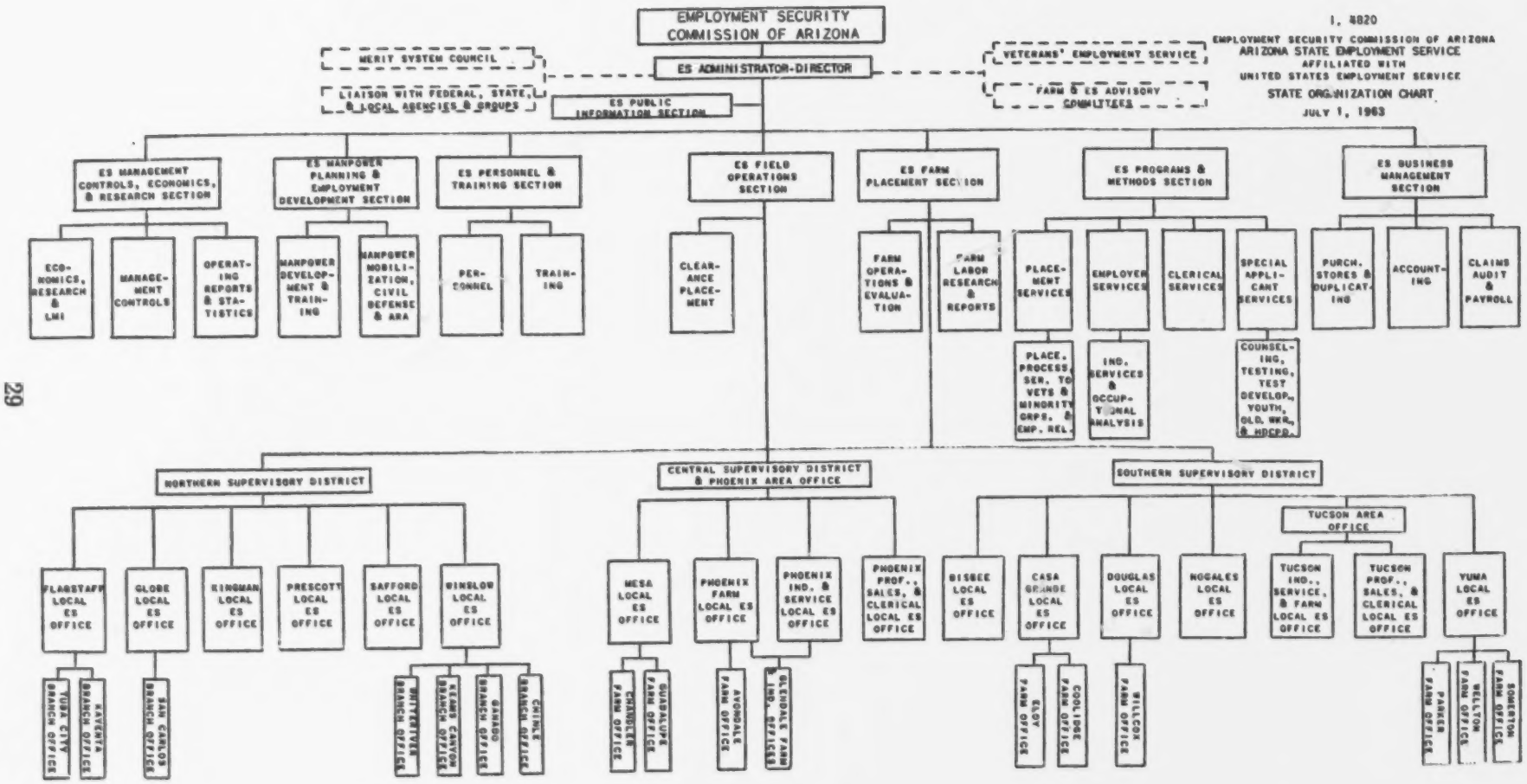
ITEM	ORDERS		OPENINGS	
	Extended (Sec. A) Received (Sec. B)	Filled	Extended (Sec. A) Received (Sec. B)	Filled
I	II	III	IV	V
Section A. Reporting State as order-holding State				
1. Reporting State, Total 33	78	6	8,276	295
2. Applicant-holding States involved:				
California	15	0	1,679	0
Colorado	13	1	1,364	10*
Idaho	5	0	925	0
Nevada	15	0	1,679	0
New Mexico	17	2	1,202	45*
Utah	5	0	1,027	0
Texas	7	3	375	240*
Oregon	1	0	265	0
Section B. Reporting State as applicant-holding State				
3. Reporting State, Total 83	83	36	6,638	2,342
4. Order-holding States invloved:				
California	3	1	133	10
Colorado	9	5	1,072	345
Idaho	9	3	1,525	1,445
Nevada	5	2	152	30
New Mexico	1	1	1	1
Ohio	4	2	34	11
Oregon	14	1	881	15
Michigan	3	0	32	0
Nebraska	1	1	34	30
Utah	27	19	1,719	450
Washington	1	0	50	0
Indiana	1	0	10	0
Montana	1	1	600	5
South Dakota	1	0	50	0
Wyoming	2	0	45	0
Kansas	1	0	300	0

* Estimated figures as harvest seasons still active and workers coming in from other states.

Signature..... Title Agricultural Manpower Specialist

I. 4820

EMPLOYMENT SECURITY COMMISSION OF ARIZONA
ARIZONA STATE EMPLOYMENT SERVICE
AFFILIATED WITH
UNITED STATES EMPLOYMENT SERVICE
STATE ORGANIZATION CHART
JULY 1, 1963


EMPLOYMENT SECURITY COMMISSION OF ARIZONA
MERIT SYSTEM COUNCIL
ES ADMINISTRATOR-DIRECTOR
VETERANS' EMPLOYMENT SERVICE
LIAISON WITH FEDERAL, STATE, & LOCAL AGENCIES & GROUPS
ES PUBLIC INFORMATION SECTION
FARM & ES ADVISORY COMMITTEES
ES MANAGEMENT CONTROLS, ECONOMICS, & RESEARCH SECTION
ECONOMICS, RESEARCH & LMI
MANAGEMENT CONTROLS
OPERATING REPORTS & STATISTICS
ES MANPOWER PLANNING & EMPLOYMENT DEVELOPMENT SECTION
MANPOWER DEVELOPMENT & TRAINING
MANPOWER MOBILIZATION, CIVIL DEFENSE & ARA
ES PERSONNEL & TRAINING SECTION
PERSONNEL
TRAINING
ES FIELD OPERATIONS SECTION
CLEARANCE PLACEMENT
ES FARM PLACEMENT SECTION
FARM OPERATIONS & EVALUATION
FARM LABOR RESEARCH & REPORTS
ES PROGRAMS & METHODS SECTION
PLACEMENT SERVICES
PLACE. PROCESS. SER. TO VETS & MINORITY GRPS. & EMP. REL.
EMPLOYER SERVICES
IND. SERVICES & OCCUPATIONAL ANALYSIS
CLERICAL SERVICES
SPECIAL APPLICANT SERVICES
COUNSELING, TESTING, TEST DEVELOP., YOUTH, OLD. WKR., & HDCPD.
ES BUSINESS MANAGEMENT SECTION
PURCH. STORES & DUPLICATING
ACCOUNTING
CLAIMS AUDIT & PAYROLL
NORTHERN SUPERVISORY DISTRICT
FLAGSTAFF LOCAL ES OFFICE
TUBA CITY BRANCH OFFICE
KAYENTA BRANCH OFFICE
GLOBE LOCAL ES OFFICE
SAN CARLOS BRANCH OFFICE
KINGMAN LOCAL ES OFFICE
PRESCOTT LOCAL ES OFFICE
SAFFORD LOCAL ES OFFICE
WINSLOW LOCAL ES OFFICE
WHITERIVER BRANCH OFFICE
KLAMS CANYON BRANCH OFFICE
GANADO BRANCH OFFICE
CHINLE BRANCH OFFICE
CENTRAL SUPERVISORY DISTRICT & PHOENIX AREA OFFICE
MESA LOCAL ES OFFICE
CHANDLER FARM OFFICE
GUADALUPE FARM OFFICE
PHOENIX FARM LOCAL ES OFFICE
AVONDALE FARM OFFICE
PHOENIX IND. & SERVICE LOCAL ES OFFICE
GLENDALE FARM IND. OFFICES
PHOENIX PROF., SALES, & CLERICAL LOCAL ES OFFICE
SOUTHERN SUPERVISORY DISTRICT
BISBEE LOCAL ES OFFICE
CASA GRANDE LOCAL ES OFFICE
ELOY FARM OFFICE
COOLIDGE FARM OFFICE
DOUGLAS LOCAL ES OFFICE
WILLCOX FARM OFFICE
NOGALES LOCAL ES OFFICE
TUCSON AREA OFFICE
TUCSON IND., SERVICE, & FARM LOCAL ES OFFICE
TUCSON PROF., SALES, & CLERICAL LOCAL ES OFFICE
YUMA LOCAL ES OFFICE
PARKER FARM OFFICE
WELLTON FARM OFFICE
SOMERTON FARM OFFICE

EMPLOYMENT SECURITY COMMISSION OF ARIZONA

ARIZONA STATE EMPLOYMENT SERVICE

Affiliated with United States Employment Service

DIRECTORY OF STATE FARM LABOR ADVISORY COMMITTEE MEMBERS

Name	Address	Phone
Harry A. Stewart	c/o Capital Feed & Seed Co. 312 South 15th Avenue Phoenix, Arizona	ALpine 3-1171
Ray Eaton	Eaton Fruit Company 2030 W. McDowell Road P. O. Box 991 Phoenix, Arizona	ALpine 4-7161
Sidney S. Woods	P. O. Box 1294 Yuma, Arizona	SUnset 3-4818
George A. Pickering	Bin F Somerton, Arizona	SUnset 3-3143
R. M. Hess	301 South Third Street Phoenix, Arizona	ALpine 4-3763
Dan W. Clarke	Rt. 3, Box 390, Valley Rd. Tucson, Arizona	MAin 2-2317
Park T. Gilbert	P. O. Box C Casa Grande, Arizona	TEmple 6-5591
A. M. Ward, Sr.	1113 North Olive Avenue Casa Grande, Arizona	TEmple 6-5143
James A. Rork Chairman	Employment Service Administrator-Director 1717 W. Jefferson Phoenix, Arizona	271-4705
Richard H. Salter	Chief of Farm Placement 1717 West Jefferson Phoenix, Arizona	271-4709
James J. Malloy	Asst. Chief Farm Placement 1717 West Jefferson Phoenix, Arizona	271-4710

ARIZONA FARM LABOR BULLETIN

1717 West Jefferson
Phoenix 7, Arizona
Telephone 271-4709

Bulletin No. 8, Volume XV October 23, 1963

PLEASE NOTE:

This Bulletin is a summary of crop and wage information and does not list actual job orders. As crop conditions and labor demands change rapidly, workers should contact the nearest office of the Arizona State Employment Service before leaving for other areas seeking employment.

Light rains fell in several of the agricultural reporting areas of the State during the past week and caused slight interruptions in some activities. Temperatures remained near normal for the period, however, with all field activities benefiting by the cooler weather.

The cotton harvest continues to make execellent progress. Over 61,000 bales were harvested last week, with 97% being picked by machine. This is a marked increase over the preceding week's harvest of 41,500 bales and compares with last year's harvest of nearly 69,000 bales for the same week. About 159,300 bales have been picked and ginned so far this year with the machine picked percentage now at 87%. Up to this point last year, 175,100 bales had been harvested, 83% by machine. Arizona's cotton crop is now 19% harvested based on the official harvest predicted for the season.

Cotton Picked and Ginned Week Ending 10-18-63

Total Bales For Season		Total For Week		Daily Aver. Bales		No. Workers Picking		No. Mach. Picking		Mach. Picked Bales	
1962	1963	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963
State 175,117	159,280	68,877	61,136	11,864	11,943	9,627	6,931	1,615	1,546	62,954	57,656
Maricopa 56,839	61,147	21,908	22,849	3,661	4,395	4,201	3,733	589	657	19,178	20,726
Pinal 74,021	49,871	30,729	21,094	5,121	4,218	2,393	1,347	613	441	29,415	20,579

Artificial defoliation activities continue in several of the agricultural reporting areas. Some of the cotton gins in Pinal County are expected to start night operations during the week.

The fall lettuce harvest is underway in the northeast section of Maricopa County and is expected to start in throughout the rest of the area this week. The Willcox lettuce harvest continues to benefit from a strong market. Lettuce thinning and weeding continues to be a major problem in Yuma County. Lettuce harvest in Pinal County is expected to start this week.

STATE CONTROL POINT
1717 West Jefferson, Phoenix 7, Arizona
P. O. Box 6339, Zone 5, Telephone 271-4709
R. H. Salter, Chief of Farm Placement

#8, Vol. XV 10-23-63
Date

FARM LOCAL OFFICES

CASA GRANDE
401 N. Marshall St.
Tel. 836-7435
COOLIDGE BRANCH OFFICE
424 S. Main St.
Tel. 723-5151
ELOY BRANCH OFFICE
201 N. Stuart Blvd.
Box 656
Tel. 466-7342

DOUGLAS
1140 'F' Ave., Box 1099
Tel. 364-8432
WILLCOX BRANCH OFFICE
Box 564
Tel. 384-2497

MESA
15 S. Morris St., Box 1340
Tel. 964-4521
MESA FARM OFFICE
265 W. Main, Box 1340
Tel. 964-4523
CHANDLER BRANCH OFFICE
399 S. Washington St.
Tel. 963-4047

PHOENIX
PHOENIX FARM OFFICE
606 S. 1st St., (Zone 4)
Box 3556 (Zone 30)
Tel. 258-8204
BRANCH OFFICES:
13th Ave. & Buckeye Rd.
16th St. & Jefferson
AVONDALE BRANCH OFFICE
Highway 80 & 4th St.
Box 356
Tel. 935-3671
GLENDALE BRANCH OFFICE
5621 W. LaMar Road
Tel. 937-7209

SAFFORD
509 5th Ave., Box 789
Tel. 428-2911; 428-2912

TUCSON
TUCSON IS&F OFFICE
403 W. Congress
Box 5534
Tel. 622-6692

YUMA
201 3rd Ave.
P. O. Box 1630
Tel. 782-3696
PARKER BRANCH OFFICE
Box 2126
Tel. 669-8219
SOMERTON BRANCH OFFICE
Box 2
Tel. 627-2953
WELLTON BRANCH OFFICE
Box 394
Tel. 785-3371

The grapefruit harvest is expected to start this week in Maricopa County. The lemon harvest continues at a steady pace in Yuma and Maricopa Counties. Miscellaneous vegetable harvest and pre-harvest activities are increasing in volume in Maricopa County.

The day haul daily average for last week was about 3,020 workers per day from 19 day haul stations. For the same week last year there was an average of 3,110 workers from 19 day haul stations.

COCHISE COUNTY (Douglas-Willcox)

About 200 workers are needed to field pack fall lettuce at 24c per carton with a $1.00 per hour guarantee, or $1.00 per hour. Free on-farm housing is available for individuals but only on a very limited basis for family groups. Day haul stations are operated by the Douglas local office and the Willcox sub-office of the Arizona State Employment Service. Free daily transportation to the fields and return is furnished by the employers at these day haul stations.

MARICOPA COUNTY (Phoenix-Mesa)

Maricopa County has a need for 450 workers to hand pick short staple cotton at $3.00 per cwt. An additional 50 workers are needed to hand pick long staple cotton at $6.00 per cwt. There is also a need for 400 workers to harvest lettuce at $1.00 per hour, or 24c a carton; 200 workers to bunch and tie green onions at 11½c per dozen bunches; and 50 workers to harvest citrus at 12c per standard field box for grapefruit and 40c per standard field box for lemons. Eight day haul stations are operated by the Phoenix Farm and Mesa local offices of the Arizona State Employment Service. Free daily transportation is furnished by the employers from the day haul stations to the fields and return. Free on-farm housing is available for individuals and family groups in both areas, but it is limited for families in the Mesa area. However, there is adequate low-cost urban rental housing available in both areas.

YUMA COUNTY (Yuma-Somerton-Wellton-Parker)

Yuma County needs 450 workers to thin and weed lettuce at 95c per hour and 450 workers to harvest lemons at 45c per standard field box of 3,115 cu. in. capacity. An additional 120 workers are needed to hand pick short staple cotton at $3.00 per cwt. Day haul stations serving the areas of need are operated by the Yuma local office of the Arizona State Employment Service. Free daily transportation is furnished by the employers to the fields and return from these stations.

The labor supply demand is essentially in balance in the other agricultural areas of the State.

Below is a tabulated wage rate list by county, activity, and brief description consisting of prevailing rates paid in major agricultural activities for the week ending 10-18-63.

County	Crop Activity	Description (Wage Finding Class)	Rate of Pay
Cochise	Misc. Vegetable Harvest	Chili Pick	**80c per hour

The United States Department of Labor requires that the Arizona State Employment Service accept no job orders for interstate recruitment purposes or for certification of Mexican Nationals for the crop activities and wage finding classes above stated that offer rates lower than those listed below.

County	Crop Activity	Description (Wage Finding Class)	Rate of Pay
Cochise	Misc. Vegetable Harvest	Chili Pick	**95c per hour

MARICOPA COUNTY INVOLUNTARY DAY HAUL

November 1962 - May 1963

The Farm Placement Section of the Arizona State Employment Service is charged with the legal responsibility of assuring full employment opportunities for domestic farm workers. One of the methods listed to insure that all domestic workers are given preference over Mexican National workers for jobs in agriculture is the Involuntary Day Haul Program. It differs from the regular Day Haul in that individual worker records are kept and the program is very closely supervised. The regular day haul is operated in Maricopa County (as well as other agricultural areas in the State) with the employers voluntarily furnishing transportation to and from the fields daily from the day haul points. The Involuntary Day Haul program is established in Maricopa County whenever the number of job vacancies listed in the local offices falls below the number of persons available for work.

During the early years of the Involuntary Day Haul Program, it was operated between March and May. However, in more recent years, the program has been lengthened so that during the past season it started in November. This longer season is partly due to mechanization of the cotton harvest which previously absorbed the surplus available labor supply in November and December. The Involuntary Day Haul Programs make it possible for the domestic worker to more easily obtain employment in miscellaneous activities between such large labor using activities as the fall and spring lettuce harvests.

The program involves the daily screening of all workers at the local offices for which no current job openings exist except those filled by supplemental foreign workers. All applicants are informed of the type of work being performed by the foreign workers. If they are available and qualified, the applicants' names are entered on a list which is furnished to the grower association on a daily basis. The association in turn selects user-members who furnish transportation and work to applicants on the following day. **All** qualified workers who are available are given jobs.

The Maricopa County "Involuntary Day Haul" program operated 135 days during the 1962-63 season, from November through May. The total man days worked were 13,311 for the period, and 47 individual association member-users participated in the program.

TABLE I

Maricopa County Involuntary Day Haul
Man Days Worked by Month, by Area
November 1962 - May 1963

	Total Maricopa County	Phx. Farm Avondale Glendale	Mesa Chandler Guadalupe
Total	13,311	10,683	2,628
November	506	506	0
December	1,131	1,131	0
January	1,714	1,379	335
February	1,508	1,160	348
March	3,547	2,760	787
April	4,465	3,307	1,158
May	440	440	0

Man days worked averaged 99 per day during the period. A total of 3,917 individuals accepted a job offer for the next day. Of this 3,917 workers, 2,136 or 55% reported for work the next day and worked one day or more. As in previous years, the majority of the workers who "signed up" for employment were local workers. The records show that of the total of 3,917 workers who signed up for work, 2,416 or 62% were local workers, 1,211 or 31% were interstate migratory workers, and 290 or 7% were intrastate migratory workers.

Of the 2,136 individuals who worked, 91% worked from one to fifteen days, 5% from 16 to 30 days, and 4% from 31 to 106 days. The following table presents this information:

TABLE II

Maricopa County Involuntary Day Haul
Number of Individual Workers Placed
by Days Worked Group, by Local Offices

November 1962 - May 1963

Office	Total	1-15 days	16-30 days	31-106 days
Total	2,136	1,937	118	81
Phx. Farm	1,171	1,025	72	74
Avondale	148	132	11	5
Glendale	146	143	3	0
Mesa-Chandler-Guadalupe	671	637	32	2

Analysis of the foregoing data may lead the reader to believe that workers who did not report for jobs offered or workers who worked only a few days are not responsible workers. This is not necessarily true for other factors must be taken into consideration. Seasonal agricultural work, by its very nature, is subject to a very high turnover rate. These workers are free citizens who may choose freely the work they desire. There are those, who, by means of experience gained while working in the Day Haul Program, have obtained permanent farm jobs. Others obtain better jobs elsewhere. The basic fact remains, however, that many individuals, who otherwise would not have obtained work, do so by means of the Involuntary Day Haul Program.

Chart #1, attached, is a comparison of local, interstate, and intrastate workers who did or did not report for work as scheduled. As will be noted, the local workers have a better reporting record than that of the migratory workers.

Chart #2 shows the age group of those workers who worked one or more days. Those in the 21-44 age group constituted over half the total and one fourth the total were older workers.

This operation has, for the past several years, assured the full utilization of available domestic workers during the periods of low employment, even though supplemental foreign labor is required in the area. Newspaper and radio publicity, cooperation with State Welfare and Health agencies, and direct contact with charitable organizations provide information to all unemployed workers on how to avail themselves of the Involuntary Day Haul Program.

CHART NO. 1

1962 - 1963

COMPARISON OF "REPORTING AS SCHEDULED" STATUS OF
LOCAL, INTERSTATE, AND INTRASTATE WORKERS

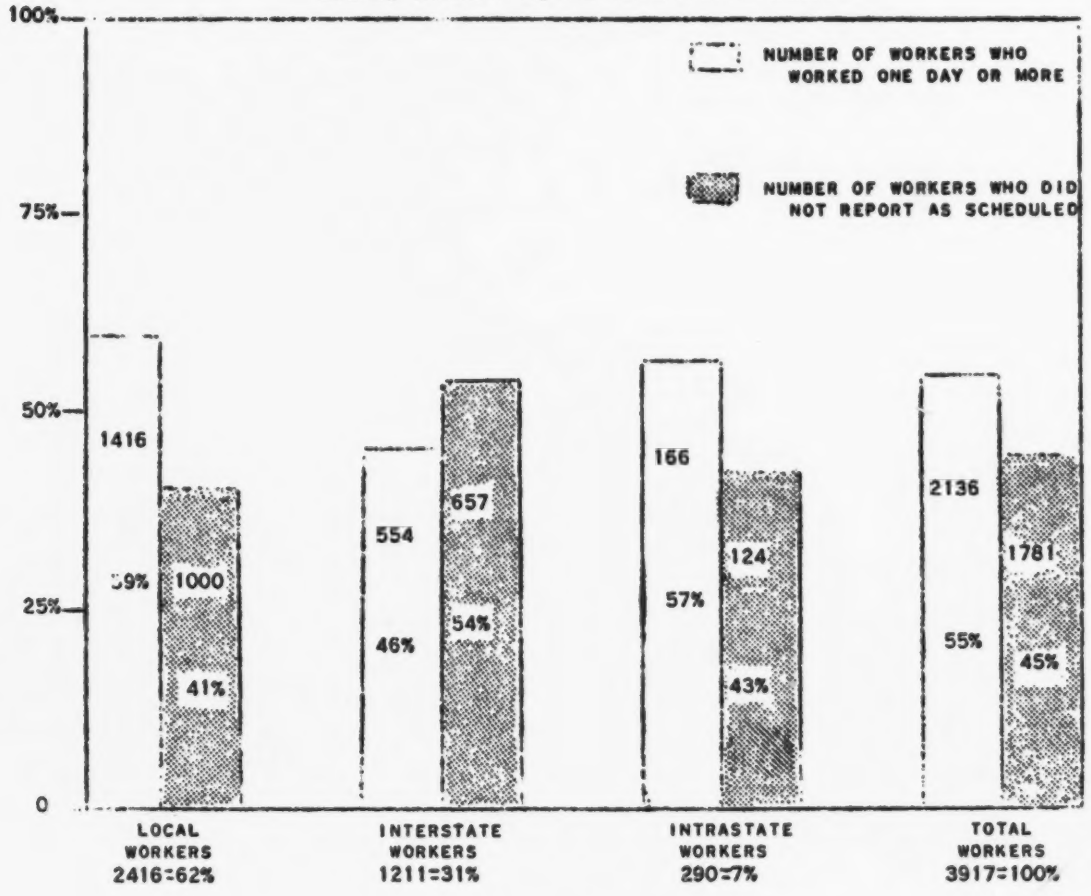
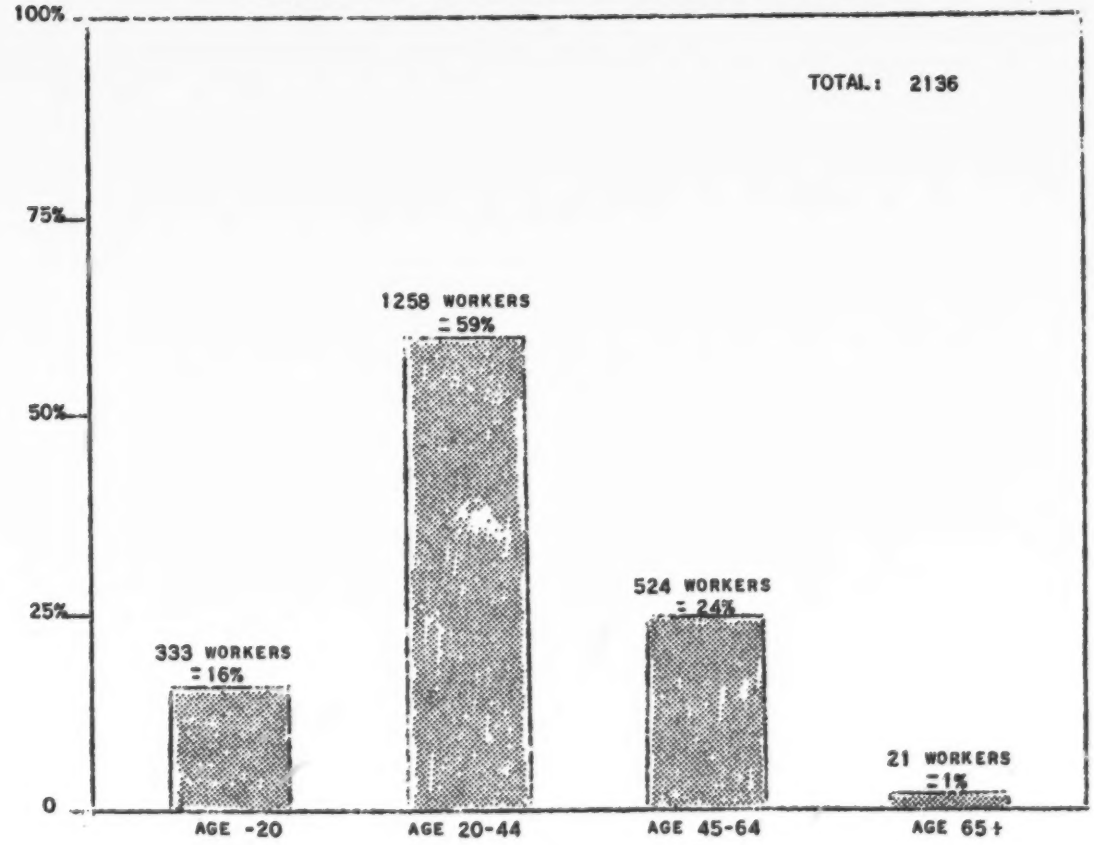


CHART NO. 2

1962 - 1963

GROUPING BY AGE OF WORKERS WHO WORKED ONE OR MORE DAYS



FARM LABOR CAMP ACTIVITY FOR "LIVE IN" WORKERS

Phoenix Farm, Glendale, Avondale Offices

1962 - 1963

One of the methods used by the Phoenix Area Farm Office to provide employment preference for all groups of domestic farm workers is the Farm Labor Camps for "Live In" workers programs.

The local offices direct this activity toward those single seasonal workers who are in need of housing and are willing to live on the farm or in a nearby camp operated by or for the grower. Accommodations for these men are arranged through working agreement between the growers and the local offices of the Arizona State Employment Service. Selection of these workers is made on an individual basis with the employer providing transportation for them at the time of the referral.

This has been a cooperative program between the farm operators and local offices of the Employment Service. It has served to expedite the employment of workers and it assures the operators, some of whom are located in remote areas, access to the available labor supply. It offers the farm operators a more stable labor force than those workers who commute daily to the jobs.

In the last four years over 11,300 individuals have been placed by the local offices in Maricopa County under this program which gives some indication of its acceptance by the farm operators and the workers.

The following chart presents a breakdown of the number of placements under this activity by month for the 1962-1963 season. The 4,595 workers placed this season are 1,265 or 38% above the 3,330 workers for the same period one year ago.

TABLE 1

Phoenix Farm Office Area Activity
For Labor Camp "Live In" Workers

1962 - 1963

Month	1962-1963
July	8
August	39
September	89
October	234
November	845
December	711
January	512
February	347
March	795
April	813
May	202
TOTAL	4,595

AGRICULTURAL PLACEMENTS & EMPLOYER VISITS
STATE SUMMARY 1963

Agricultural Placements

Month	Total	Day-Haul	Clearance	Employer Visits
January	54,731	47,453	31	1,792
February	46,506	41,800	12	1,699
March	34,203	29,740	27	1,671
April	44,173	38,796	47	1,787
May	62,807	55,332	863	1,989
June	73,497	64,324	1,033	1,334
July	57,082	49,966	29	1,407
August	48,636	43,095	258	992
September	67,900	62,146	271	849
October	76,508	71,345	305	1,498
November	78,357	72,389	65	1,176
December	81,951	74,124	20	1,279
TOTAL	726,351	650,510	2,961	16,194

AGRICULTURAL PLACEMENTS BY MONTH
1959 - 1963

	Number of Placements				
Month	1959	1960	1961	1962	1963
TOTAL	568,478	649,567	594,493	643,993	726,351
January	45,314	51,148	59,933	53,529	54,731
February	11,802	58,258	29,204	33,682	46,506
March	16,098	17,746	25,897	22,269	34,203
April	18,343	23,241	31,369	29,063	44,173
May	45,825	44,688	52,271	56,060	62,807
June	55,842	61,436	56,819	57,697	73,497
July	38,174	46,302	54,829	53,635	57,082
August	34,943	42,456	38,057	50,133	48,636
September	80,644	68,335	59,456	69,679	67,900
October	81,005	72,629	71,692	75,486	76,508
November	78,409	84,614	58,646	76,066	78,357
December	62,079	78,714	56,320	66,694	81,951

AGRICULTURAL PLACEMENT ACTIVITIES FOR 1963

Total Placements 726,351
Individual 44,094
Crews 31,747
Day-Haul 650,510
Veteran 10,025

PLACEMENT OF YOUTH — DAY HAUL IN AGRICULTURE

(AGES 16 YEARS - 22 YEARS)

1962-1963 COMPARED BY MONTH

MONTH	YEAR 1962	YEAR 1963
January	2,215	2,427
February	1,430	2,504
March	1,097	2,076
April	1,235	2,422
May	2,405	5,007
June	5,423	8,345
6 Month Totals	13,805	22,781
July	4,051	6,133
August	3,585	1,033
September	3,269	3,637
October	2,970	3,336
November	4,464	4,087
December	3,201	3,016
6 Month Totals	21,540	21,242
Years Total	35,345	44,023
Youth Drive May through August	15,464	20,518

Source: A-27

Employment Security Commission of Arizona

Arizona State Employment Service

Affiliated with
UNITED STATES EMPLOYMENT SERVICE

606 South First Street

Phoenix 4, Arizona

NEWS RELEASE **July, 1963**

Harvest of the 3,800 acre grape crop begins in the valley this weekend. Fifty additional workers are needed to clip grapes for shed pack. The job consists of clipping the stem at the top of the mature grape cluster or bunch, separating it from the vine and placing it in a lug. The pay is $1.00 per hour.

John R. Foley, Manager of Phoenix Area Farm Offices, in a special call to youth, urged those sixteen years or over to contact the nearest Farm Office of the Arizona State Employment Service — in Phoenix, 606 South 1st Street; Glendale, 5621 W. LaMar Road; and in Avondale at 327 E. Main Street (4th Street and Highway 80).

Foley said, while no experience is necessary, it must be clearly understood that these jobs are available for only those youth who are willing to work and forget about skylarking on the job. This is a serious business; the growers involved have an investment of about $11,500,000.00 in the grape crop and careless handling of the grapes can result in tremendous losses.

In brief, he said, if you are able and willing to work in the fields, considering high summer temperatures, and have the desire to produce a reasonable amount of work, the growers will welcome your assistance. If not, don't waste your time!

THE CENTER FOR CULTURAL STUDIES
Adams State College of Colorado
Alamosa

ARIZONA STATE EMPLOYMENT SERVICE

State Administrative Office - 1717 West Jefferson Street - Phoenix, Arizona 85007

JAMES A. RORK, ADMINISTRATOR-DIRECTOR

DIRECTORY OF LOCAL OFFICES

Office	Address	Person in Charge
BISBEE	Brophy Building, Lowell Box 01176, Bisbee	Florence W. Kelly, Manager
CASA GRANDE	401 N. Marshall Street	Francis M. White, Manager
Coolidge Branch Office	424 South Main Street	Ernest Bourne, Sup. Int.
Eloy Branch Office	201 N. Stuart Blvd., Box 1266	Charles Sanders, Sup. Int.
DOUGLAS	1140 F Avenue, Box 1099	Phillip C. Bowman, Manager
Willcox Branch Office	Box 564	Arthur Gentner, Sup. Int.
FLAGSTAFF	218 N. Leroux St., Box 909	Maurice J. Negri, Manager
Kayenta Branch Office	Box 68	Roy M. Walters, Int. Intpr.
Tuba City Branch Office	Box 5	Frank Isaac, Int. Tech.
GLOBE	117 E. Oak St., Box 643	Harold W. Gribble, Manager
San Carlos Branch Office	San Carlos, Arizona, Drawer E	Jess L. Stevens, Int. Tech.
KINGMAN	229 Beale St., Box 989	Glenn D. Webb, Manager
MESA	15 S. Morris St., Box 1340	Rob't B. Short, Manager
Mesa Farm Office	265 West Main, Box 1340	Tullis Godwin, Sup. Int.
Chandler Branch Office	399 S. Washington St.,	Francis Reed, Int. Tech.
NOGALES	222 Grand, Box 956	Ralph Schiltz, Manager
PHOENIX FARM	606 S. 1st Street 85004 Box 3556 85030	John R. Foley, Manager
Avondale Branch Office	Hwy. 80 & W. 4th St., Box 356	J. Gilman Anderson, ES Int.
Glendale Branch Office	5621 W. Lamar Rd.	Fred Wackerbarth, Int. Tech.
Phoenix Branch Office	13th Avenue and Buckeye	
Phoenix Branch Office	16th Street and Jefferson	
PHOENIX INDUSTRIAL & SERVICE	438 West Adams St. 85003	Harold Tarr, Manager
Glendale Branch Office	6823 North 58th Avenue	Wm. Serviss, Sup. Int.
Casual Labor Annex	202 North 7th Avenue 85007	George D. Joffey, Sup. Int.
PHOENIX PROFESSIONAL SALES, & CLERICAL	207 E. McDowell Rd. 85004	Jack Rath, Manager
PRESCOTT	234 N. Grove Ave., Box 227	Dan J. Sullivan, Manager
SAFFORD	509 Fifth Ave., Box 789	James B. Blessing, Manager
TUCSON AREA OFFICE	403 W. Congress, Box 5534	Leo Myslicki, Area Supervisor
TUCSON INDUSTRIAL, SERVICE, & FARM	403 W. Congress, Box 5534	Milton F. Graf, Manager
TUCSON PROFESSIONAL, SALES & CLERICAL	7 N. Granada, Box 5534	Oliver Switzer, Manager
WINSLOW	319 E. 3rd St., Box 1023	Royal Pringle, Manager
Chinle Branch Office	P. O. Box 157	George James, Int. Tech.
Ganado Branch Office	Box 73	Nelson Gorman, Jr., Int. Interp.
Keams Canyon Branch Office	Box 366	Harry T. Chaca, Int. Tech.
Whiteriver Branch Office	Box 308	Nelson Lupe, Sr., Int. Tech.
YUMA	201 Third Ave., P. O. Box 1630	Fred Flint, Manager
Parker Branch Office	P. O. Box 2126	Albert Sharp, Int. Tech.
Somerton Branch Office	Box 2	
Wellton Branch Office	Box 394	

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Adams State College of Colorado
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